

Fig. 1

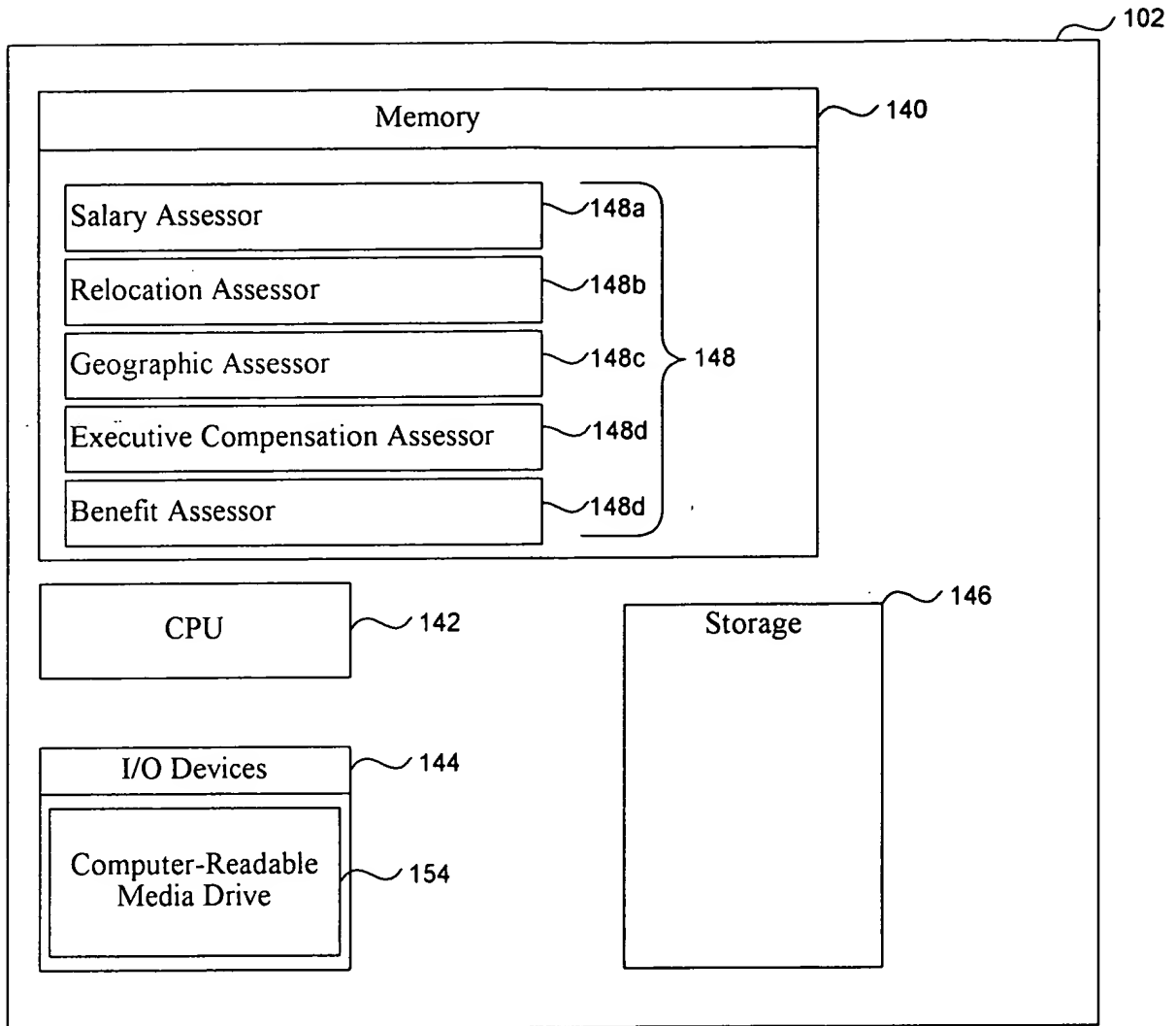


Fig. 2

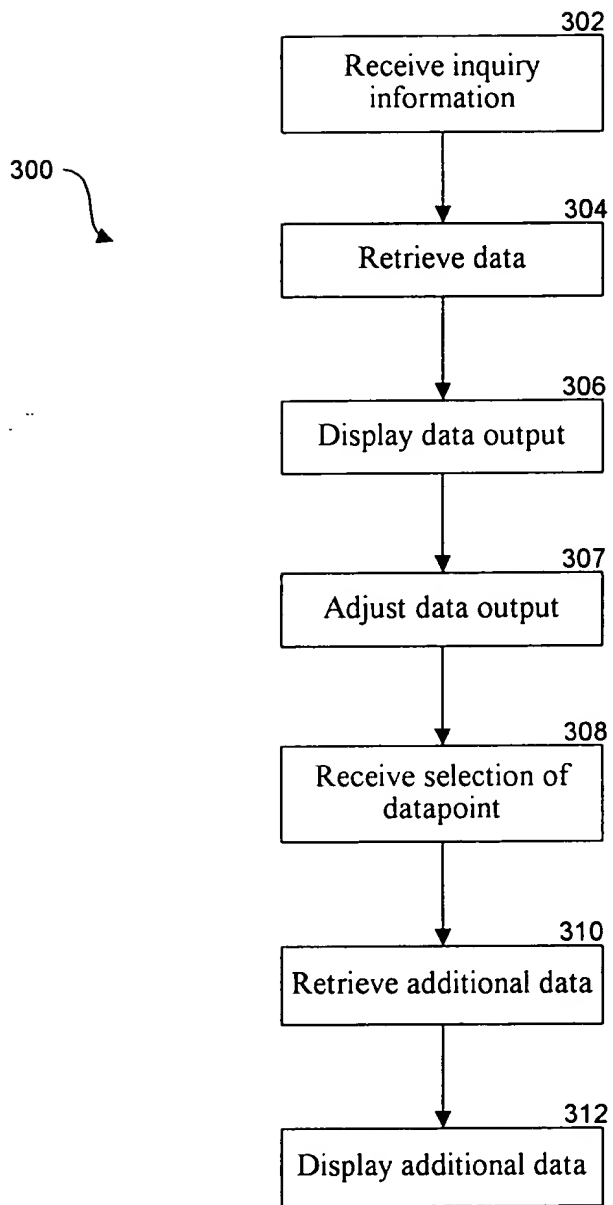


Fig. 3



**ECONOMIC
RESEARCH
INSTITUTE**

Executive Compensation Assessor

Licensed to: **ERI Example**
Subscription Expires: **12/31/2001**

Account #: **018437**
LAN Users: **1**

Data as of: **April 1, 2001**

Data expires: **September 30, 2001**

Loading 319 position titles. Please wait.

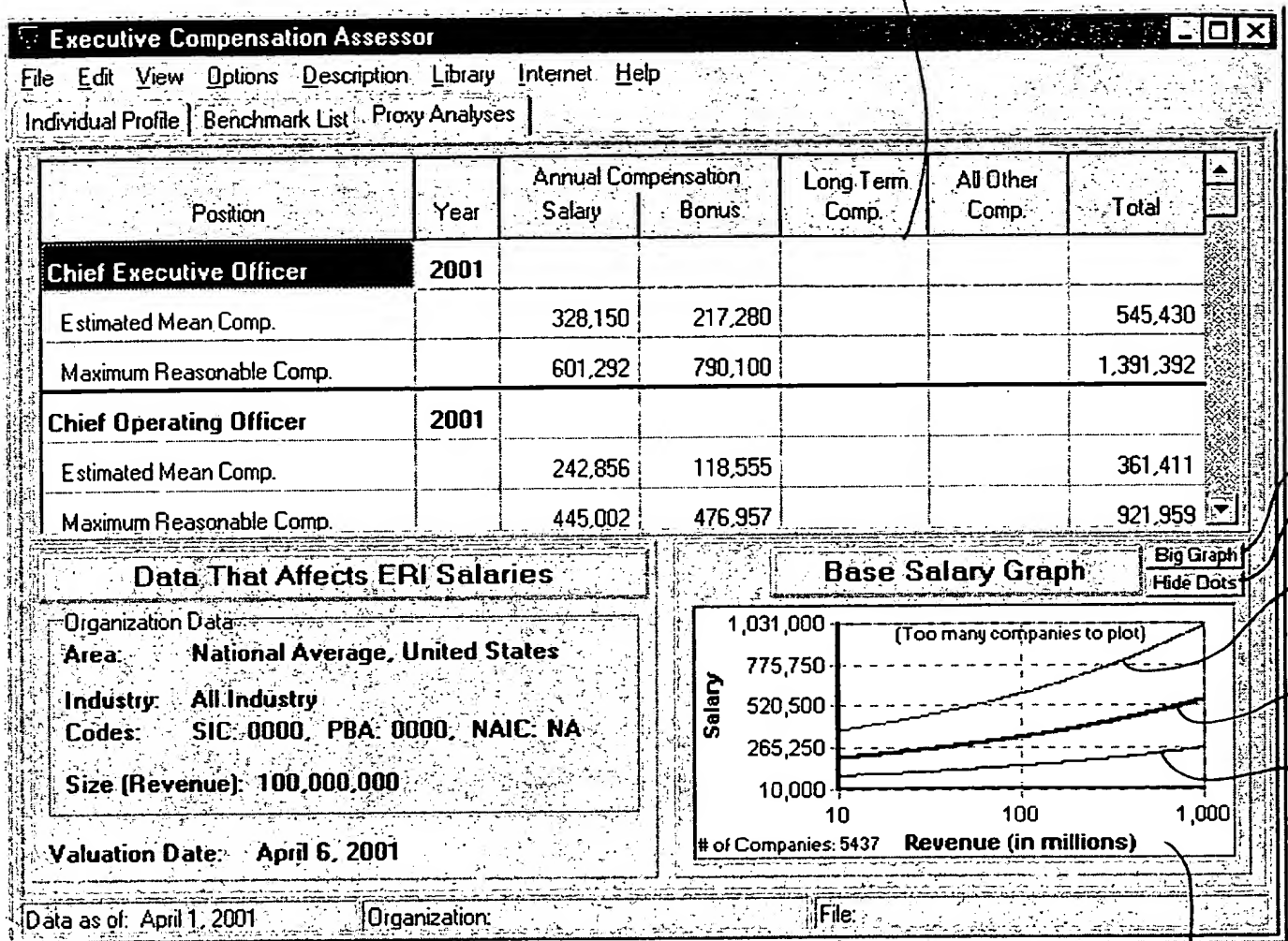
copyright © 2001

ERI Economic Research Institute

400

Fig. 4A

408



407a
407b
406b
406a
406c

402

404

Fig. 4B

Salary Adjustments

Organization Data

Name:

Location (city): National Average, United States

Browse

☒ Use the Geographic Assessor's Area Database of 5800+ Cities

Averages

Industry

SIC Code:

7374

PBA Code:

0000

NAIC:

NA

Browse

Description:

All Industry

Revenue:

100,000,000

Salary Planning Date:

4/ 6/01

Adjustments

Disk Operations



Load



Save



OK



Cancel

Fig. 4C

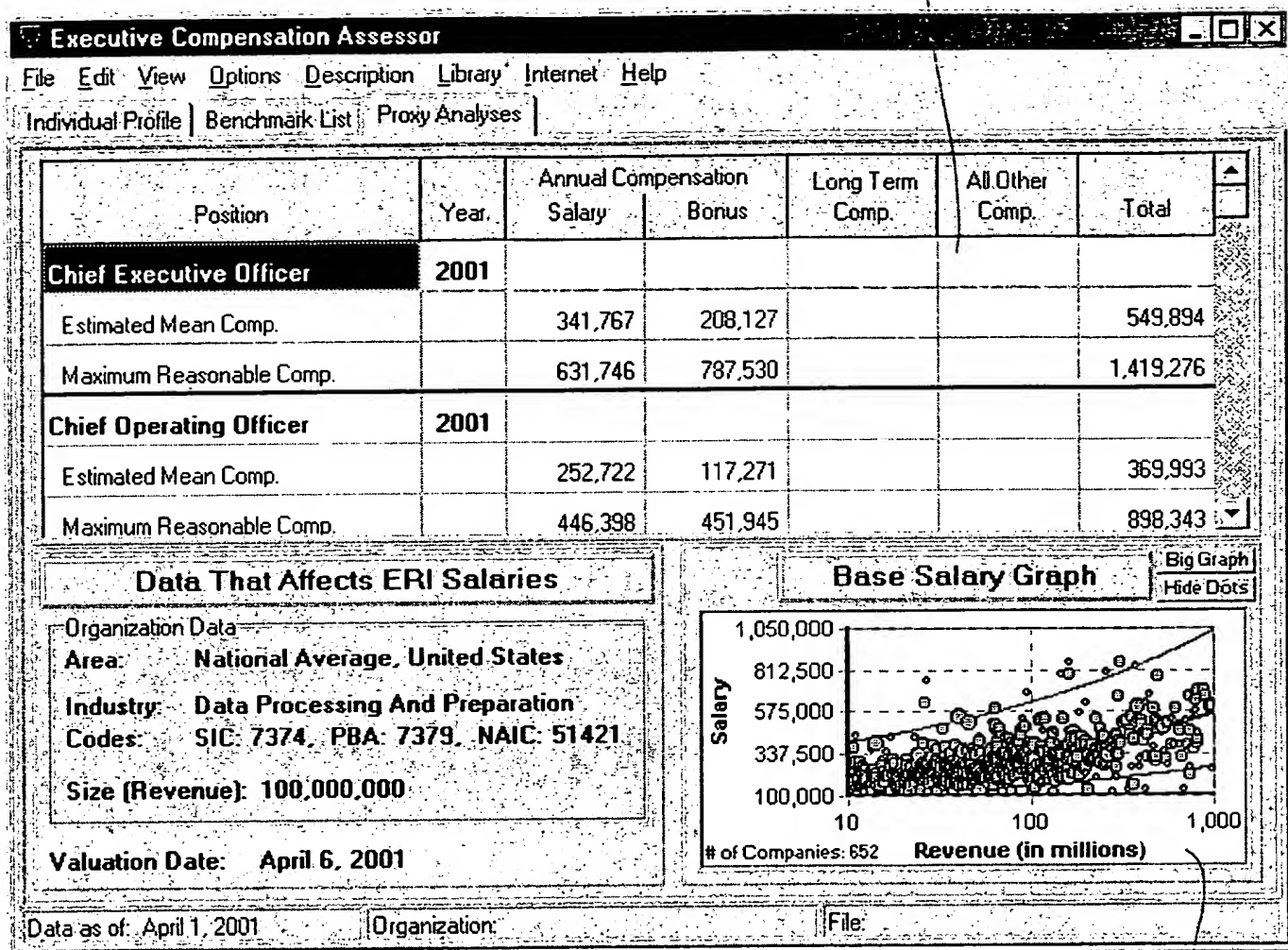


Fig. 4D

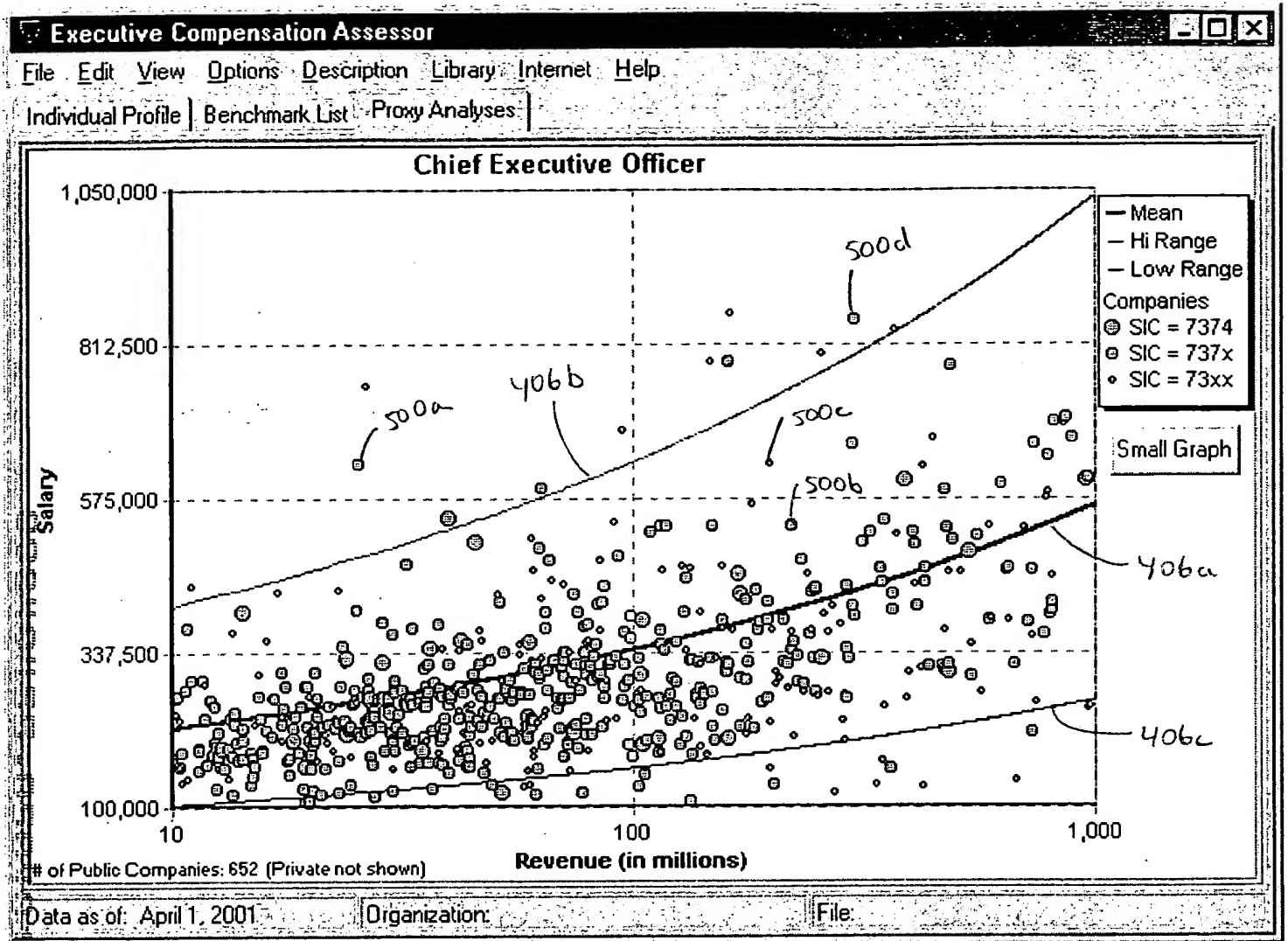
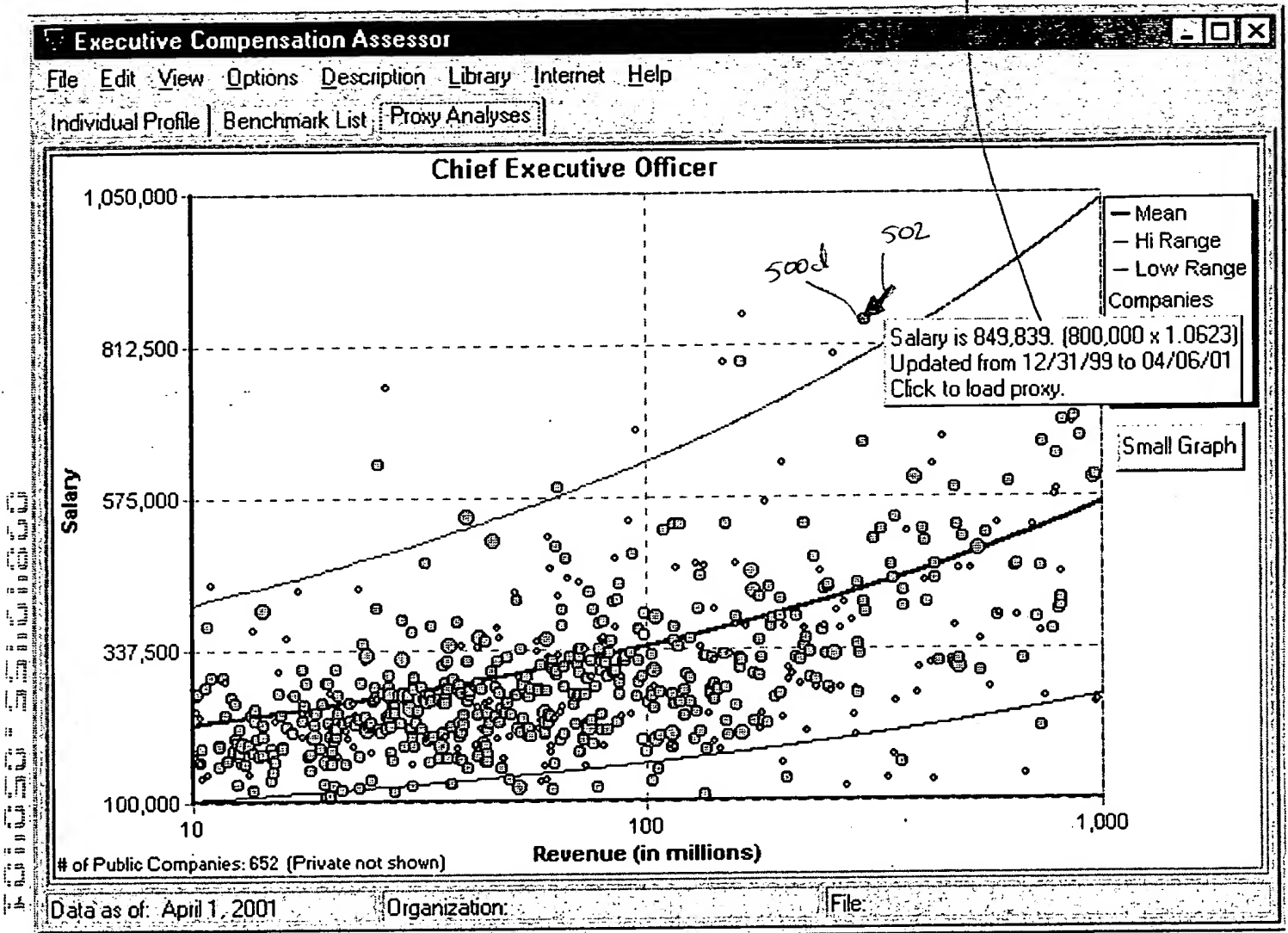


Fig 5A



404a

Fig. 5B

512 510 513

Comparable Companies

Select | Axent Technologies Inc | Deltek Systems Inc | Hte Inc | Mercator Software Inc | Visio Corp | Graph Point

Load Full Proxy | Load Full 10-K | ☒ Load Comp Table | Search Text | Print | Save As | Copy

AVANT CORP www.avant.com

46871 BAYSIDE PKWY
FREMONT, CA 94538

Ticker: AVNT
SIC: 7372

Revenue (000\$): 303,620
Assets (000\$): 435,527

HISTORIC SUMMARY COMPENSATION TABLE - Record Date: 05/16/2000

SUMMARY COMPENSATION TABLE

508

506

Fig. 5C

Download 10-Ks from Internet

www.eri.com/clients/?id=000000

Complimentary Access For Assessor Subscribers

Available 10-Ks

Check a 10-K Year And Then Press The Download Button

- ☐ 1997
- ☐ 1998
- ☐ 1999
- ☐ 2000

~ 516

Download

X Cancel

List success

514

Fig. 5D

10:00:00

Download Proxies from Internet

www.eri.com/clients/?id=000000

Complimentary Access For Assessor Subscribers

Available Proxies

Check a Proxy Year And Then Press The Download Button

- ☐ 1997
- ☐ 1998
- ☒ 1999
- ☐ 2000

~ S26

Download

X Cancel

List success

S20

Fig. SE

Comparable Companies

Select Axent Technologies Inc | Deltek Systems Inc | Hte Inc | Mercator Software Inc | Visio Corp | Graph Point

☒ Load Full Proxy ▾ Load Full 10-K ▾ Load Comp Table Search Text Print Save As Copy

-----BEGIN PRIVACY-ENHANCED MESSAGE-----
Proc-Type: 2001,MIC-CLEAR
Originator-Name: webmaster@www.sec.gov
Originator-Key-Asymmetric:
MFgwCgYEVQgBAQICAf8DSgAwRwJAW2sNKK9AVtBzYZmr6aCjlWYK3XmZv3dTINen
TWSM7vrzLADbmYQaionwgSsDW3P6oaM5D3tdezXMm7z1T+B+twIDAQAB
MIC-Info: RSA-MD5,RSA,
EZfnAWwVlr15zspp4mTScHmAj0UpS8egZnQb/7u9areLTz/jUMHIjMwvLvoZUds1
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<SEC-DOCUMENT>0000930661-99-000987.txt : 19990503
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ACCESSION NUMBER: 0000930661-99-000987
CONFORMED SUBMISSION TYPE: DEF 14A
PUBLIC DOCUMENT COUNT: 1
CONFORMED PERIOD OF REPORT: 19990607

526

Fig 5F

540

Comparable Companies

Select | 3D Co | Hall Kinion & Associates Inc | Qad Inc | Qrs Corp | Tyler Technologies Inc |

Select Comparable Companies (maximum of five)

- ☒ 3D Co
- ☐ 4FRONT TECHNOLOGIES INC
- ☐ ARIS CORP/
- ☐ BARRA INC /CA
- ☐ BRC HOLDINGS INC
- ☐ CLARIFY INC
- ☐ COHR INC
- ☐ COMPUTER LANGUAGE RESEARCH INC
- ☐ DADU SYSTEMS INC
- ☐ DATA DIMENSIONS INC
- ☐ DATA PROCESSING RESOURCES CORP
- ☐ DATAWORKS CORP
- ☐ DENALI INC
- ☒ HALL KINION & ASSOCIATES INC
- ☐ HNC SOFTWARE INC/DE
- ☐ HYPERCOM CORP
- ☐ INTEGRATED SYSTEMS INC
- ☐ JDA SOFTWARE GROUP INC
- ☐ LEGATO SYSTEMS INC
- ☐ MACROMEDIA INC
- ☐ MSC SOFTWARE CORP
- ☐ PEREGRINE SYSTEMS INC
- ☐ PORTAL SOFTWARE INC
- ☐ PROBUSINESS SERVICES INC
- ☒ QAD INC
- ☒ QRS CORP
- ☐ SIEBEL SYSTEMS INC
- ☐ SUNQUEST INFORMATION SYSTEMS I
- ☐ TICKETMASTER ONLINE CITYSEARCH
- ☐ TIER TECHNOLOGIES INC
- ☒ TYLER TECHNOLOGIES INC
- ☐ VANTIVE CORP
- ☐ VIASOFT INC /DE/
- ☐ WALL DATA INC

Revenue/SIC | Text |

Select from companies with:

- a revenue between \$100,000,000 and \$50,000,000
- the first 2 digits of the SIC code equal to 7374
- ZIP Code between and including 70000 and 99999

☒ Select the five closest matches

Highlighted Comparable

Clear All | Retrieve Full Proxy | Retrieve Full 10-K

538

540

542

534

544

546

536

532

530

Fig 5G

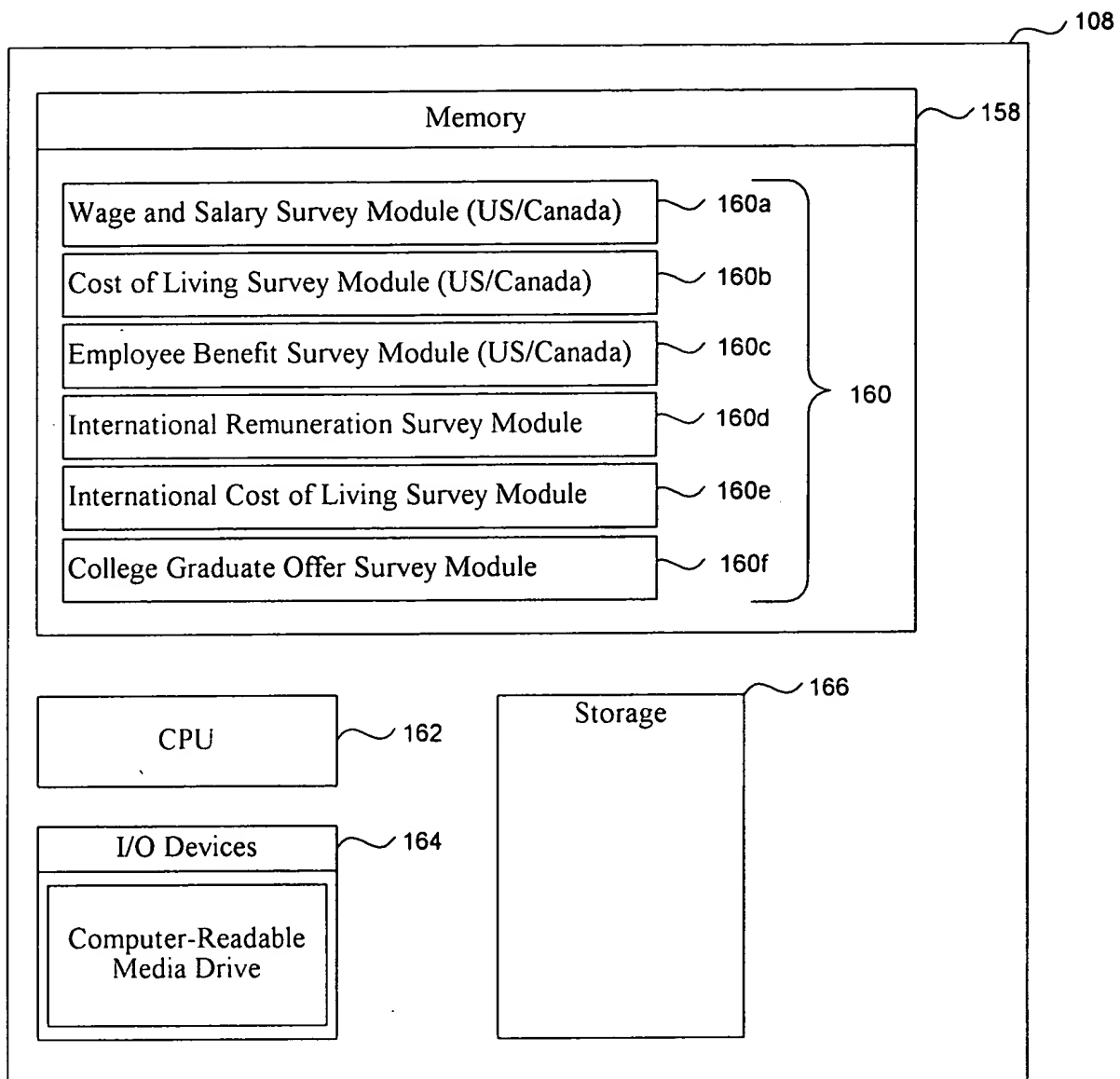


Fig. 6

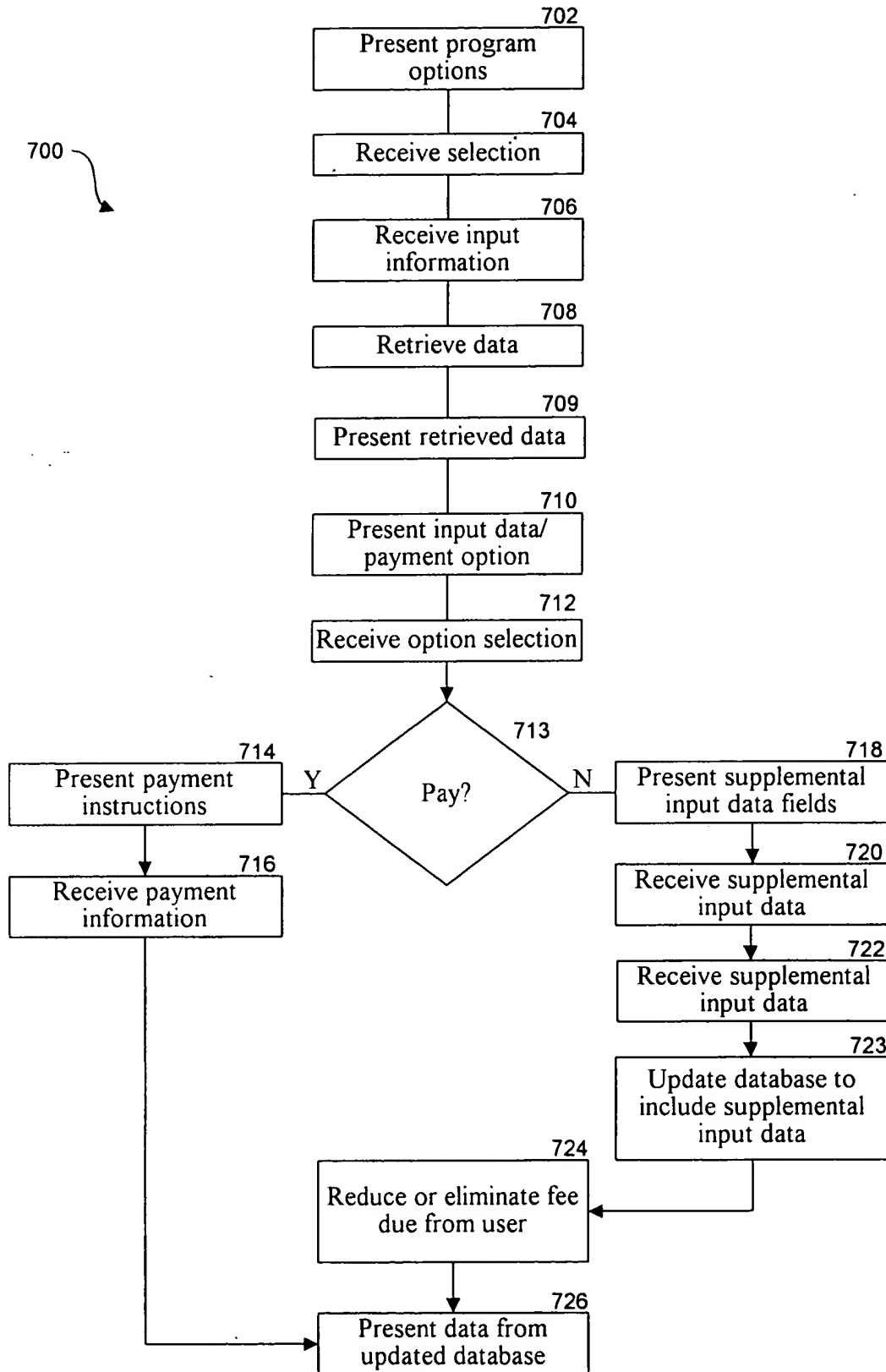


Fig. 7

[Our Story](#)[Surveys](#)[Decision Map](#)[Shopping Cart](#)[Feedback](#)**SalariesReview.com The Business of Pay Information**

U.S./Canada Wage & Salary Report

Available Surveys

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)

CPAs click here!



Affinity Program Provider

**Reduce
Cost
Input
Data**

Request a report of "median", "low" and "high" wage or salary, along with an average "bonus" for any one of ~4,000 positions in any of 5,800 U.S. and Canadian locations from this on-line interactive salary survey.

Price US \$18.00

[QuickZip](#)

Enter a postal code now to jump to Step 4!

[Example Report](#) [Methodology](#)

Select your area/position. (Wait for the screen to refresh itself after each selection.)

Step 1. Country

United States



Step 2. State/Province

--Select a state/province--



Step 3. City in Survey Area

--Select a city--



Step 4. Position

--Select a position--



Description - No Position Selected

Alternate Titles

Add to Cart

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Fig. 8A



Available Surveys

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)

[College Graduate Offer](#)

CPAs click here!



Affinity Program Provider

**Reduce
Cost
Input
Data**

U.S./Canada Wage & Salary Survey Report

Search Results:

Position Title:

Lan Administrator

Requested City:

Austin, Texas United States
Austin-San Marcos, TX MSA

Salary Survey Median:

63,303 UNITED STATES DOLLARS

Survey/Source Name:

SalariesReview U.S./Canada Internet Based Salary Survey

Survey Publisher:

SalariesReview.com

Survey Publication Date:

30-Mar-2000

Latest Data Collection Date:

01-Jan-2000

Population:

49

Number of Organizations:

34

Salary Survey Area:

Location: Austin, TEXAS, UNITED STATES
Area: AUSTIN-SAN MARCOS, TX MSA
Counties: BASTROP; CALDWELL; HAYS; TRAVIS;
WILLIAMSON

Alternate Titles

Lan Administrator; Network (lan) Administrator; Local Area Network Administrator; Computer (lan) Administrator

Survey Position Description

Responsible for evaluating, developing, maintaining, along with usage of telecommunication systems. Acquires, installs, and maintains company's local area network. Reads technical manuals and brochures to determine equipment which meets establishment requirements. Assist in presenting to management recommendations related to purchasing and installing hardware, software and telecommunication equipment. Manages LAN security and network performance. Establishes and implements LAN policies, procedures, and standards and ensures their conformance with information systems and company's

Fig. 8B

objectives. Develops and writes procedures for installation, use, and solving problems of communications hardware and software. Instructs users in use of equipment. May oversee or assist in installation of communications hardware. May perform minor equipment repairs.

Table 1

Currency: U.S. DOLLARS

Position	Incumbents	Firms	Low	Median	High	Bonus
• Lan Administrator	49	34	43,255	63,303	77,079	5,138

N/R = Not Reported; N/A = Not Applicable

Exchange Rate = 1.0 UNITED STATES DOLLAR per 1 U.S. Dollar (28 Jan 2000)

Methodology/Disclaimer

Complete methodology for this report can be found at
"www.salariesreview.com/surveys/methodology1.cfm" or by clicking the Methodology link above.

Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 298 U.S./Canada cities (incorporating data for 88 positions surveyed by SalariesReview.com), along with demographic, cost of living, and other data affecting employment, see the:

Geographic Reference Report or

- For an interactive software program & database that calculate unlimited #'s of competitive compensation analyses for 5,000 job titles as compiled from all publicly available (over 2,000) salary surveys, including SalariesReview.com, see the:

Salary Assessor

Report Date: 30-Mar-2000

Country-of-origin values based on exchange rates effective 28-Jan-2000

End of Report

Fig. 8C

314

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U.S./Canada Wage & Salary Survey Questionnaire

To receive one free report discount, please fill out the following questionnaire. All questions must be answered. All data input subject to verification. All survey data is to be entered in the currency of the country.

Available Surveys to Purchase

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)

Select Survey Area

 QuickZip

Enter postal code to jump to Step 4!

Step 1. Country



Step 2. State/Province



822

Step 3. City in Survey Area



Step 4. Position



824

Available Questionnaires

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate](#)

CPAs click here!

[Affinity Program Provider](#)

Fill in the following information ... (In this country's currency).

Step 5. Your Email Address

826

Step 6. Enter years of experience in the job and annual salary.
Data should be that paid to an in-country national for the above position in the currency of the country.

1. Years of experience in the position.
2. Annual salary now paid.
3. Annual bonus/incentive now paid.

In-country currency

UNITED STATES

DOLLARS

 828 830 832**Submit Data**

820



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Fig. 8D

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U.S./Canada Cost-of-Living Report

Available Surveys

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)

Request a report consisting of 18 key cost items affecting housing, transportation, taxes, services, and consumables for 5,400 locations from this on-line interactive survey.

Price US \$18.00

[QuickZip](#)

Enter a postal code now to jump to Step 3!

[Example Report](#) [Methodology](#)

Select a survey area. (Wait for the screen to refresh itself after each selection.)

Step 1. Country

United States



Step 2. State/Province

--Select a state/province--



Step 3. City in Survey Area

--Select a city--



Add to Cart

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Affinity Program Provider

Reduce
Cost -
Input
Data

900



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Fig. 9A



Available Surveys

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)

CPAs click here!



Affinity Program Provider

U.S./Canada Cost of Living Survey Report

Search Results:

Search Request: NANAIMO, BRITISH COLUMBIA CANADA
Survey/Source Name: SalariesReview International Cost-of-Living Internet Based Survey
Survey Publisher: SalariesReview.com
Survey Publication Date: 22-Feb-2000
Latest Data Collection Date: 01-Jan-2000
Cost-of-Living Survey Area: NANAIMO, CANADA
 ERI OES AREA

902

Table 1

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

Category Employee Type Cost Item	Reported Average		# of Observations
	U.S. DOLLARS	CANADIAN DOLLARS	
For the Traveler - Temporarily Stationed Employee			
1. DAILY amount for meals and incidental expenses for the traveling businessperson.	79	114	1
2. Hotel room - DAILY rate for average room - twin bed.	61	89	1
Taxes -			
3. Sales or Value-Added tax rate on Consumables.	5	7	1
4. Residence (owned) property tax/mill rates (/1000).	1	1	1

Fig. 9B

Consumables - Temporarily Stationed Employee

5. Price of ONE loaf of bread.	2	3	1
6. Price of ONE adult sized white T-shirt.	4	6	1
7. Price of ONE 'Big Mac' or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings).	3	4	1
8. ONE container, .8 liter or 12 oz Coca Cola/equivalent.	1	1	1

Housing - Long Term Stationed Employee

9. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.	1,194	1,731	1
10. MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.).	467	677	1
11. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).	242	351	1
12. MONTHLY electrical rate per kilowatt hour.	6	8	1

Services - Long Term Stationed Employee

13. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).	70	101	1
14. Total MONTHLY premium for median cost family HMO (or equivalent coverage ie., any National Plan).	N/R	N/R	N/A
15. AVERAGE daily cost for a semi-private hospital room for a non-national.	573	831	1

Transportation - Long Term Stationed Employee

16. 2.5 Liters or 1 gallon of regular mid-level gasoline.	1	2	1
17. ANNUAL auto insurance as a % of auto value.	4	5	1
18. ANNUAL auto registration plus fees as a % of auto value.	0	0	1

Cost-of-Living Comparison - Long Term Stationed Employee

19. COL compared to U.S. \$ 48,000 in earnings.	62,343	90,397	N/A
20. COL % compared to U.S. and Country National.	129.88	111.12	N/A

N/R = Not Reported; N/A = Not Applicable

Exchange Rate = 1.45 CANADIAN DOLLAR per 1 U.S. Dollar (04 Jan 2000)

Methodology/Description

Fig. 9C

904

Complete methodology for this report can be found at
"www.salariesreview.com/surveys/methodology2.cfm" or by clicking the Methodology link above.

Complete Reports and In-Depth Analyses

- Line 19 results are from ERI's Relocation Assessor's Two-City Comparison Analysis. Enter any earnings level, base and destination cities, and review the related costs, including personal income taxes.

For this interactive software program & database that calculates unlimited #'s of cost-of-living analyses between any of over 5,800 U.S./Canada and 1,400 international city/areas, see:

Relocation Assessor

Report Date: 22-Feb-2000
End of Report



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Fig. 9D

906

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U.S./Canada Cost-of-Living Survey Questionnaire

To receive one free report discount, please fill out the following questionnaire. 9 of the questions must contain valid survey data to be accepted. All data input is subject to verification. All survey data is to be entered in the currency of the country.

Available Surveys to Purchase

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)

Select Survey Area

 QuickZip

Enter postal code to jump to Step 4!

Step 1. Country

Step 2. State/Province

Step 3. City in Survey Area

Fill in the following information ... (In this country's currency).

Step 4. Your Email Address

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

In-country currency
UNITED STATES
DOLLARS

1. Hotel room - DAILY rate for average room - twin bed.
2. DAILY amount for meals and incidental expenses for the traveling businessperson.
3. Price of ONE 'Big Mac' or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings).
4. ONE container, .8 liter or 12 oz Coca Cola/equivalent.
5. Price of ONE adult sized white T-shirt.
6. Price of ONE loaf of bread.
7. MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.).
8. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.
9. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).
10. MONTHLY electrical rate per kilowatt hour.
11. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).
12. AVERAGE daily cost for a semi-private hospital room for a non-national.
- Total MONTHLY premium for median cost family HMO

908 →

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Affinity Program Provider

Fig. 9E

13. (or equivalent coverage ie., any National Plan).
14. Sales or Value-Added tax rate on Consumables.
15. Residence (owned) property tax/mill rates (/1000).
16. 1 Liter of regular mid-level gasoline (if U.S., then 1 Gallon).
17. ANNUAL auto insurance as a % of auto value.
18. ANNUAL auto registration plus fees as a % of auto value.

Submit Data



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Fig 9F

FIG. 9F

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U.S./Canada Employee Benefit Report

Available Surveys

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)

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Affinity Program Provider

**Reduce
Cost
Input
Data**

Request a report of employee benefit levels and issues for 48 key competitive benefit practices as found in any one of 647 metropolitan and employment areas within the 76 states and provinces from this on-line interactive survey.

Price US \$18.00

[QuickZip](#)

Enter a postal code now to jump to Step 3!

[Example Report](#) [Methodology](#)

Select a survey area. (Wait for the screen to refresh itself after each selection.)

Step 1. Country **Step 2. State/Province** **Step 3. City in Survey Area** **Add to Cart**

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Patent Pending.
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Fig. 10A



Available Surveys

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)

CPAs click here!



Affinity Program Provider

ERI Employee Benefits Survey Report

Search Request: Atlanta, Georgia United States Atlanta, GA MSA
Survey/Source Name: SalariesReview U.S./Canada Internet Based Employee Benefits Survey
Survey Publisher: SalariesReview.com
Survey Publication Date: 15-Mar-2000
Latest Data Collection Date: 01-Jan-2000
Number of Employees: 11397
Number of Organizations: 29
Employee Benefits Survey Area: ATLANTA, GEORGIA, UNITED STATES
 ATLANTA, GA MSA
Major Industry Represented: All Industry

Category

Reported Averages

Employee's Monthly Contribution

Type of Plan	Single	Family
Managed Care	38.68	146.63
Traditional	41.63	147.7
Dental	9.81	27.33
Not Known	3.45 % (Medical)	3.45 % (Dental)

Employer Monthly Medical and Dental Benefit Cost

Type of Plan	Single	Family
Managed Care	165.05	455.35
Traditional	180.05	489.12

Fig. 10B

100L

1004

Dental 57.32
No Coverage 20.69 %

Payments for Time Not Worked		Number of Days				Carried Over
Years of Service	1	5	10	20		
Vacation	9.97	14.36	17.47	20.15		27.59 %
Sick Leave	10.18	13.08	15.43	16.61		37.93 %
Holidays	9.86					3.45 %
Personal Leave	3.43					3.45 %

Other Benefits Offered to Employees

Organizations Offering Benefits	
Basic Group Life Insurance	96.55 %
Supplemental Life Insurance	72.41 %
Vision	44.83 %
Long Term Disability	89.66 %
Short Term Disability	89.66 %
Flexible (125) Plan - Payroll Option	44.83 %
Flexible (125) Plan - Dependent Care FSA	62.07 %
Flexible (125) Plan - Healthcare FSA	62.07 %
Employee Assistance Plan	65.52 %
Retirement - Pension Plan (Defined Benefit)	3.45 %
Retirement - Profit Sharing - 401(k)	68.97 %
Retirement - ESOP	3.45 %
Long Term Care	13.79 %

Professional Service Costs

Local area costs are not known	17.24 %
Semi-private room in hospital before insurance	229.93
Doctor's office visit before insurance (patient examination)	46.14
Dentist's office visit before insurance (patient examination)	35.98

Report Date: 15-Mar-2000
Country-of-origin values based on exchange rates effective 28-Jan-2000

End of Report

Fig 10C

[Our Story](#)[Surveys](#)[Decision Map](#)[Shopping Cart](#)[Feedback](#)**SalariesReview.com The Business of Pay Information**

Employee Benefit Survey Questionnaire

1006

Available Surveys to Purchase

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)

To receive one free report discount, please fill out the following questionnaire. All questions must be answered. All data input is subject to verification. All survey data is to be entered in the currency of the country.

Fill in the following information ... (In this country's currency).

I. Enter Your Email Address

*These are mandatory fields. You must enter information in these fields in order to submit your data.

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ 0% Complete

1007

II. Enter the zip/postal code in which you have most of your employees.

III. Company Size (Number of employees eligible for medical coverage)

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1-10	11-50	51-100	101-500	501-1,000	1,001-2,500	2,500 +

Continue ...

Available Questionnaires

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate](#)

CPAs click here!



Affinity Program Provider

Fig. 10D

Fig 10E

 20% Complete

IV. Check the industry for which you are providing data (more than one may be checked)

All Industry

☐ 9999 ALL INDUSTRY

Agriculture, Forestry, Fishing & Mining

☐ 100 AGRICULTURE, FORESTRY, AND FISHING

☐ 1000 MINING

☐ 1200 COAL MINING

☐ 1300 OIL AND GAS EXTRACTION

☐ 1400 NONMETALLIC MINERALS, EXCEPT FUELS

Construction

☐ 1599 CONSTRUCTION

☐ 1600 HEAVY CONSTRUCTION, EX. BUILDING

Manufacturing

☐ 2000 MANUFACTURING

☐ 2100 TOBACCO PRODUCTS & LIQUOR PRODUCTS

☐ 2200 TEXTILE MILL PRODUCTS

☐ 2300 APPAREL AND OTHER TEXTILE PRODUCTS

☐ 2500 FURNITURE AND FIXTURES

☐ 2600 PAPER AND ALLIED PRODUCTS

☐ 2700 PRINTING AND PUBLISHING

☐ 2815 CHEMICALS AND ALLIED PRODUCTS

☐ 2830 DRUGS, MEDICINALS AND BOTANICALS

☐ 2900 PETROLEUM AND COAL PRODUCTS

☐ 3000 RUBBER AND MISC. PLASTICS PRODUCTS

☐ 3100 LEATHER AND LEATHER PRODUCTS

☐ 3200 STONE, CLAY, AND GLASS PRODUCTS

☐ 3300 PRIMARY METAL INDUSTRIES

☐ 3400 FABRICATED METAL PRODUCTS

☐ 3520 INDUSTRIAL MACHINERY AND EQUIPMENT

1003



1003 100 AGRICULTURE, FORESTRY, AND FISHING

[illegible]

- 1010

- ☐ 4010 TRANSPORTATION AND PUBLIC UTILITIES
- ☐ 4100 LOCAL AND INTERURBAN PASSENGER TRANSPORT
- ☐ 4200 TRUCKING AND WAREHOUSING
- ☐ 4400 WATER TRANSPORTATION
- ☐ 4500 TRANSPORTATION BY AIR
- ☐ 4825 COMMUNICATION
- ☐ 4830 RADIO AND TELEVISION BROADCASTING
- ☐ 4910 ELECTRIC, GAS, AND SANITARY SERVICE
- ☐ 4920 PIPELINES, EXCEPT NATURAL GAS
- ☐ 4930 COMBINATION UTILITY SERVICES

- ☐ 5000 WHOLESALE TRADE-DURABLE GOODS
- ☐ 5040 PROFESSIONAL & COMMERCIAL EQUIPMENT
- ☐ 5100 WHOLESALE TRADE-NONDURABLE GOODS

- ☐ 5200 FURNITURE AND HOMEFURNISHINGS STORE
- ☐ 5300 APPAREL AND ACCESSORY STORES
- ☐ 5400 FOOD STORES
- ☐ 5500 AUTOMOTIVE DEALERS, REPAIR & STATIONS

- ☐ 6020 DEPOSITORY INSTITUTIONS
- ☐ 6060 CREDIT UNIONS
- ☐ 6100 NONDEPOSITORY INSTITUTIONS
- ☐ 6210 HOLDING AND OTHER INVESTMENT OFFICE
- ☐ 6355 INSURANCE CARRIERS
- ☐ 6411 INSURANCE AGENTS, BROKERS, & SERVICE
- ☐ 6511 REAL ESTATE
- ☐ 6790 MISCELLANEOUS INVESTING, TRUSTS

<input type="checkbox"/>	7000	SERVICES
<input type="checkbox"/>	7371	COMPUTER SOFTWARE PREPACKAGED
<input type="checkbox"/>	7379	COMPUTER AND DATA PROCESSING SERVICES
<input type="checkbox"/>	7389	BUSINESS SERVICES
<input type="checkbox"/>		

7800 MOTION PICTURES

- ☐ 7900 AMUSEMENT & RECREATION SERVICES
- ☐ 8015 HEALTH SERVICES
- ☐ 8050 HOSPITALS
- ☐ 8200 MUSEUMS, BOTANICAL, ZOOLOGICAL GARDENS
- ☐ 8200 EDUCATIONAL SERVICES
- ☐ 8600 NONPROFIT ORGANIZATIONS
- ☐ 8710 ENGINEERING & MANAGEMENT SERVICES
- ☐ 8980 LEGAL SERVICES

Government

- ☐ 9000 PUBLIC ADMINISTRATION

1012

Continue . . .

Fig. 109

	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
0	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100

V. Employer's Monthly Contribution			
	Single	Family	Not Known
Managed Care (HMO/ National or State Plan)	<input type="text"/> 6	<input type="text"/> 9	<input type="checkbox"/> 12
PPO, Indemnity	<input type="text"/> 7	<input type="text"/> 10	
Dental	<input type="text"/> 8	<input type="text"/> 11	<input type="checkbox"/> 13

1014

VI. Employer's Monthly Medical and Dental Benefit Cost (if known)			
	Single	Family	No Coverage
Managed Care (HMO)	<input type="text"/> 45	<input type="text"/> 48	<input type="checkbox"/> 51
Traditional (PPO, Indemnity)	<input type="text"/> 46	<input type="text"/> 49	
Dental	<input type="text"/> 47	<input type="text"/> 50	<input type="checkbox"/> 52

1015

VII. Payments For Time Not Worked?						
Benefit	Number of days (Round down to whole number)				Length of service (Round down to whole number years)	Can carry over to next year if not used? (Check box if "Yes")
	1	5	10	20		
Years of Service						
Vacation	<input type="text"/> 29	<input type="text"/> 30	<input type="text"/> 31	<input type="text"/> 32	<input type="text"/> 27	<input type="checkbox"/> 33
Sick Leave	<input type="text"/> 34	<input type="text"/> 35	<input type="text"/> 36	<input type="text"/> 37	<input type="text"/> 28	<input type="checkbox"/> 38
Holidays	<input type="text"/> 39					<input type="checkbox"/> 40
Personal Leave	<input type="text"/> 41					<input type="checkbox"/> 42

1016

VIII. Any other benefits offered by your organization?	
PLAN (Check all that applies)	
<input type="checkbox"/> Basic Group Life Insurance 14	<input type="checkbox"/> U.S. (125) Plan - Pretax Payroll Deductions 19
<input type="checkbox"/> Supplemental Life Insurance 15	<input type="checkbox"/> U.S. (125) Plan - Dependent Care FSA 20
<input type="checkbox"/> Vision 16	<input type="checkbox"/> U.S. (125) Plan - Healthcare FSA 21
<input type="checkbox"/> Long Term Disability 17	<input type="checkbox"/> Employee Assistance Plan 22
<input type="checkbox"/> Short Term Disability 18	<input type="checkbox"/> Retirement - Pension Plan (Defined Benefit) 23
	<input type="checkbox"/> Retirement Profit Sharing 401(k) 24
	<input type="checkbox"/> Retirement-ESOP 25
	<input type="checkbox"/> Long Term Care 26

1018

IX. Professional Service Costs		Not Known
Cost of hospital semi-private room before insurance	<input type="text"/> 54	<input type="checkbox"/> 53
Cost of visit to doctor's office (Patient examination) before insurance	<input type="text"/> 55	
Cost of visit to dentist's office (Routine examination) before insurance	<input type="text"/> 56	

1020

Fig. 10H

[Our Story](#)[Surveys](#)[Decision Map](#)[Shopping Cart](#)[Feedback](#)**SalariesReview.com The Business of Pay Information**

International Remuneration Report

Request a report of "median", "low" and "high" wage or salary, along with an average bonus" for up to ~4,000 positions in any of 210 different countries from this online, interactive salary survey from this on-line interactive survey.

Price **US \$18.00**

[Example Report](#) [Methodology](#)

Available Surveys

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)

CPAs click here!



Affinity Program Provider

Select a area/position. (Wait for the screen to refresh itself after each selection.)

Step 1. Country

--Select a country--

Step 2. City in Survey Area

--Select a city--

Step 3. Position

--Select a position--

Description - No Position Selected

Alternate Titles

Add to Cart

Reduce
Cost
Input
Data

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Patent Pending.
This site requires the use of Microsoft Internet Explorer 4.x or above.



Fig 11A



Available Surveys

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)

CPAs click here!



Affinity Program Provider

International Remuneration Survey Report

Search Results:

Position Title:	General Clerk
Requested City:	TAMPERE, FINLAND
Salary Survey Median:	101,351 MARKKAA (FINNMARK)
Survey/Source Name:	SalariesReview International Internet Based Salary Survey
Survey Publisher:	SalariesReview.com
Survey Publication Date:	22-Feb-2000
Latest Data Collection Date:	01-Jan-2000
Population:	10
Number of Organizations:	5
Salary Survey Area:	TAMPERE, FINLAND

Alternate Titles

General Clerk; Office Clerk; Clerk General

Survey Position Description

Performs any combination of following and similar clerical duties requiring limited knowledge of systems or procedures: Writes, types, or enters information into computer, using keyboard, to prepare correspondence. Prepares, issues, and sends out receipts, bills, policies, invoices, statements, and checks. May compute wages, taxes, premiums, commissions, and payments. Tabulates and posts data in record books. Proofreads records or forms. Counts, weighs, or measures material. Sorts and files records. Receives money from customers and deposits money in bank. Addresses envelopes or packages by hand or with typewriter or addressograph machine. Stuffs envelopes by hand or with envelope stuffing machine. Adjusts complaints. Operates office machines, such as typewriter, adding, calculating, and duplicating machines. Opens and routes incoming mail, answers correspondence, and prepares outgoing mail. Answers telephone, conveys messages, and runs errands. Stamps or numbers forms by hand or machine. Photocopies documents, using photocopier.

1102

Fig. 113

Table 1

Currency: U.S. DOLLARS

Position	Incumbents	Firms	Low	Median	High	Bonus
• General Clerk	10	5	12,270	16,808	20,674	0
Country of Origin Currency: MARKKAA (FINNMARK)						
Position	Incumbents	Firms	Low	Median	High	Bonus
• General Clerk	10	5	73,986	101,351	124,662	0

N/R = Not Reported; N/A = Not Applicable

Exchange Rate = 6.03 MARKKAA (FINNMARK) per 1 U.S. Dollar (04 Jan 2000)

Methodology/Description

Complete methodology for this report can be found at

"www.salariesreview.com/surveys/methodology1.cfm" or by clicking the Methodology link above.

Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 210 countries (incorporating all data for the 18 cost items surveyed by SalariesReview.com), along with demographic, salary, and other data affecting employment see:

International Reference Report or

- For an interactive software program & database that calculates unlimited #'s of cost-of-living analyses between any of over 5,800 U.S./Canada and 1,400 international city/areas, see:

Relocation Assessor

Report Date: 22-Feb-2000

Country-of-origin values based on exchange rates effective 04-Jan-2000

End of Report



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Fig. 11C

1104

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International Remuneration Survey Questionnaire

To receive one free report discount, please fill out the following questionnaire. All questions must be answered. All data input is subject to verification. All survey data is to be entered in the currency of the country.

Available Surveys to Purchase

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)

Select Survey Area

Step 1. Country**Step 2. City in Survey Area****Step 3. Position**

Available Questionnaires

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate](#)

CPAs click here!



Affinity Program Provider

Fill in the following information ... (In this country's currency).

Step 4. Your Email Address**Step 5. Enter years of experience in the job and annual salary.**

Data should be that paid to an in-country national for the above position in the currency of the country.

In-country currency

1. Years of experience in the position.

2. Annual salary now paid.

3. Annual bonus/incentive now paid.

Submit Data

1106



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Fig 11D

[OurStory](#)[* Surveys](#)[Decision Map](#)[Shopping Cart](#)[Feedback](#)**SalariesReview.com The Business of Pay Information**

International Cost-of-Living Report

Request a report consisting of 18 key cost items affecting housing, transportation, services, and consumables for 1,400 international locations in 210 countries from this on-line interactive survey.
Price US \$18.00

Available Surveys

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#) ◀[College Graduate Offer](#)

CPAs click here!



Affinity Program Provider

**Reduce
Cost -
Input
Data**

[Example Report](#) [Methodology](#)

Select a survey area. (Wait for the screen to refresh itself after each selection.)

Step 1. Country **Step 2. City in Survey Area** **Add to Cart**

1200



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Fig 12A



Available Surveys

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)

CPAs click here!



Affinity Program Provider

International Cost of Living Survey Report

Search Results:

Search Request: VICTORIA, HONG KONG
Survey/Source Name: SalariesReview International Cost-of-Living Internet Based Survey
Survey Publisher: SalariesReview.com
Survey Publication Date: 22-Feb-2000
Latest Data Collection Date: 01-Jan-2000
Cost-of-Living Survey Area: VICTORIA, HONG KONG

Table 1

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

Category Employee Type Cost Item	Reported Average		# of Observations
	U.S. DOLLARS	HONG KONG DOLLARS	

For the Traveler - Temporarily Stationed Employee

1. DAILY amount for meals and incidental expenses for the traveling businessperson.	161	1,256	1
2. Hotel room - DAILY rate for average room - twin bed.	345	2,683	1

Fig 12B

1202 →

Taxes -

3. Sales or Value-Added tax rate on Consumables.	N/R	N/R	N/A
4. Residence (owned) property tax/mill rates (/1000).	N/R	N/R	N/A

Consumables - Temporarily Stationed Employee

5. Price of ONE loaf of bread.	3	20	1
6. Price of ONE adult sized white T-shirt.	6	45	1
7. Price of ONE 'Big Mac' or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings).	4	27	1
8. ONE container, .8 liter or 12 oz Coca Cola/equivalent.	1	7	1

Housing - Long Term Stationed Employee

9. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.	13,594	105,761	1
10. MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.).	6,676	51,939	1
11. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).	329	2,556	1
12. MONTHLY electrical rate per kilowatt hour.	11	87	1

Services - Long Term Stationed Employee

13. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).	90	699	1
14. Total MONTHLY premium for median cost family HMO (or equivalent coverage ie., any National Plan).	761	5,920	1
15. AVERAGE daily cost for a semi-private hospital room for a non-national.	316	2,462	1

Transportation - Long Term Stationed Employee

1204

Fig 12c

16. 2.5 Liters or 1 gallon of regular mid-level gasoline.	2	19	1
17. ANNUAL auto insurance as a % of auto value.	1	6	1
18. ANNUAL auto registration plus fees as a % of auto value.	0	1	1

Cost-of-Living Comparison - Long Term Stationed Employee

19. COL compared to U.S. \$ 48,000 in earnings.	181,722	1,413,797	N/A
20. COL % compared to U.S. and Country National.	378.59	101.17	N/A

N/R = Not Reported; N/A = Not Applicable

Exchange Rate = 7.78 HONG KONG DOLLAR per 1 U.S. Dollar (04 Jan 2000)

Methodology/Description

Complete methodology for this report can be found at

"www.salariesreview.com/surveys/methodology4.cfm" or by clicking the Methodology link above.

Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 210 countries (incorporating all data for the 18 cost items surveyed by SalariesReview.com), along with demographic, salary, and other data affecting employment see:

International Reference Report or

- Line 19 results are from ERI's Relocation Assessor's Two-City Comparison Analysis. Enter any earnings level, base and destination cities, and review the related costs, assuming tax equalization by the employer.

For this interactive software program & database that calculates unlimited #'s of cost-of-living analyses between any of over 5,800 U.S./Canada and 1,400 international city/areas, see:

Relocation Assessor

Report Date: 22-Feb-2000

Country-of-origin values based on exchange rates effective 04-Jan-2000

End of Report

Fig 12 D

[Our Story](#)[Surveys](#)[Decision Map](#)[Shopping Cart](#)[Feedback](#)**SalariesReview.com The Business of Pay Information**

Available Surveys to Purchase

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)

Available Questionnaires

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate](#)

CPAs click here!



Affinity Program Provider

International Cost-of-Living Survey Questionnaire

To receive one free report discount, please fill out the following questionnaire. 9 of the questions must contain valid survey data to be accepted. All data input is subject to verification. All survey data is to be entered in the currency of the country.

Select Survey Area

Step 1. Country

Step 2. City in Survey Area

Fill in the following information ... (In this country's currency).

Step 3. Your Email Address

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

In-country currency

1. Hotel room - DAILY rate for average room - twin bed.
2. DAILY amount for meals and incidental expenses for the traveling businessperson.
3. Price of ONE 'Big Mac' or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings).
4. ONE container, .8 liter or 12 oz Coca Cola/equivalent.
5. Price of ONE adult sized white T-shirt.
6. Price of ONE loaf of bread.
7. MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.).
8. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.
9. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).
10. MONTHLY electrical rate per kilowatt hour.
11. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).
12. AVERAGE daily cost for a semi-private hospital room for a non-national.

1208

Fig 12E

13. Total MONTHLY premium for median cost family HMO . (or equivalent coverage ie., any National Plan).
14. Sales or Value-Added tax rate on Consumables.
15. Residence (owned) property tax/mill rates (/1000).
16. 1 Liter of regular mid-level gasoline (if U.S., then 1 Gallon).
17. ANNUAL auto insurance as a % of auto value.
18. ANNUAL auto registration plus fees as a % of auto value.

Submit Data

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Fig 12 F

[Our Story](#)[Surveys](#)[Decision Map](#)[Shopping Cart](#)[Feedback](#)**SalariesReview.com The Business of Pay Information**

College Graduate Offer Report

Request a report of the median first year offer (salary and incentive) for any of 1,800 Bachelor, Masters, or Doctorate degrees from U.S., Canada and International locations. (Data is gathered for 2,750 international and 2,350 U.S. colleges and universities.)

Price US \$18.00

Available Surveys

[U.S./Canada Wage & Salary](#)[U.S./Canada Cost-of-Living](#)[U.S./Canada Employee Benefit](#)[International Remuneration](#)[International Cost-of-Living](#)[College Graduate Offer](#)[QuickZip](#)

Enter a postal code now to jump to Step 4! (U.S. and Canada only)

[Example Report](#) [Methodology](#)

Enter degree and employment area. (Wait for the screen to refresh itself after each selection.)

Step 1. Country of Employment Offer



Step 2. Equivalent Degree



Affects disciplines available

Step 3. Discipline



Add to Cart

CPAs click here!



Affinity Program Provider

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Data

1300



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Fig 13A



Available Surveys

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)

[College Graduate Offer](#)

CPAs click here!



Affinity Program Provider

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Cost
Input
Data

1302

U.S./Canada Wage & Salary Survey Report

Search Results:

Position Title:

Requested City:

Salary Survey Median:

Survey/Source Name:

Survey Publisher:

Survey Publication Date:

Latest Data Collection Date:

Population:

Number of Organizations:

Salary Survey Area:

Lan Administrator

Austin, Texas United States

Austin-San Marcos, TX MSA

63,303 UNITED STATES DOLLARS

SalariesReview U.S./Canada Internet Based Salary Survey

SalariesReview.com

30-Mar-2000

01-Jan-2000

49

34

Location: Austin, TEXAS, UNITED STATES

Area: AUSTIN-SAN MARCOS, TX MSA

Counties: BASTROP; CALDWELL; HAYS; TRAVIS;

WILLIAMSON

Alternate Titles

Lan Administrator; Network (lan) Administrator; Local Area Network Administrator; Computer (lan) Administrator

Survey Position Description

Responsible for evaluating, developing, maintaining, along with usage of telecommunication systems. Acquires, installs, and maintains company's local area network. Reads technical manuals and brochures to determine equipment which meets establishment requirements. Assist in presenting to management recommendations related to purchasing and installing hardware, software and telecommunication equipment. Manages LAN security and network performance. Establishes and implements LAN policies, procedures, and standards and ensures their conformance with information systems and company's

Fig 13B

objectives. Develops and writes procedures for installation, use, and solving problems of communications hardware and software. Instructs users in use of equipment. May oversee or assist in installation of communications hardware. May perform minor equipment repairs.

Table 1

Currency: U.S. DOLLARS

Position	Incumbents	Firms	Low	Median	High	Bonus
• Lan Administrator	49	34	43,255	63,303	77,079	5,138

N/R = Not Reported; N/A = Not Applicable

Exchange Rate = 1.0 UNITED STATES DOLLAR per 1 U.S. Dollar (28 Jan 2000)

Methodology/Disclaimer

Complete methodology for this report can be found at

"www.salariesreview.com/surveys/methodology1.cfm" or by clicking the Methodology link above.

Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 298 U.S./Canada cities (incorporating data for 88 positions surveyed by SalariesReview.com), along with demographic, cost of living, and other data affecting employment, see the:

[Geographic Reference Report](#) or

- For an interactive software program & database that calculate unlimited #'s of competitive compensation analyses for 5,000 job titles as compiled from all publicly available (over 2,000) salary surveys, including SalariesReview.com, see the:

[Salary Assessor](#)

Report Date: 30-Mar-2000

Country-of-origin values based on exchange rates effective 28-Jan-2000

End of Report

Fig 13C

1304

Geographic Assessor

File Edit View Library Internet Help

Two City Comparison | Graphs | Comparison List | Immigration Analysis

Change Area: 1402a 1402b **Dental Hygienist** 1402c DOT: 078.361-010
SOC: 292021 NOC: 3222

OES Data | Census Data | SOC Description | DOT Description | Survey Comparison | Method

Crosswalk - Geographic Assessor to OES
Actual Extract from the Occupational Employment Statistics (ETA/BLS) Data as of 10/12/96 - 10/01/99
for use in Calendar Year 2001

SEATTLE-BELLEVUE-EVERETT, WA PMSA
OES Title: Dental Hygienists

Area Code	SOC Code	Level	Overall Mean	Level I Mean Beginning	Level II Mean Fully Competent
537600	292021	1	67,787	64,709	69,326

(Level: 1 = MSA, PMSA, or Balance of State Area; 2 = Contiguous Areas; 3 = Statewide; 4 = U.S. nationwide. Overall Mean is not usable for *certification purposes* per GA Letter 2-98; Level I Mean is weighed average of 1st 1/3rd of survey sample; Level II Mean is weighed average of remaining 2/3rds ("works with indirect supervision").

Data as of: April 01, 2001 File:

Fig. 14A

Geographic Assessor [X] [O] []

File Edit View Library Internet Help

Two City Comparison | Graphs | Comparison List | Immigration Analysis

Change Area: **Dental Hygienist** DOT: 078.361-010
SOC: 292021 NOC: 3222

OES Data | Census Data | SOC Description | DOT Description | Survey Comparison | Method

Survey Position Title: **Dental Hygienist** Search

☒ Retrieve Latest Salaries Review
Salary Median Estimate (free) Submit

☐ Retrieve Watson Wyatt Salary
Survey (for fee) Cancel

[Review Survey Report Page](#)

Weighted Average: **0** ERI Salary Assessor's consensus projected mean
derived from multiple surveys is not appropriate.

Survey/Source Name:

Survey Publisher:

Survey Publication Date: **1/ 1/00** ERI's Projected Median, based on time series
analyses of multiple data sources projecting real
time data, indicates a projected median less than

Survey Data Effective Date: **1/ 1/00**

Data as of: April 01, 2001 File

1704

Fig 14B

Geographic Assessor [X] [Y] [Z]

File Edit View Library Internet Help

Two City Comparison | Graphs | Comparison List | Immigration Analysis

Change Area **Dental Hygienist** DOT: 078.361-010 SOC: 292021 NOC: 3222

OES Data | Census Data | SOC Description | DOT Description | Survey Comparison | Method

Survey Position Title: **Dental Hygienist** Search

☒ Retrieve Latest Salaries Review Salary Median Estimate (free) Disconnected Verifying data. Data verified.

☐ Retrieve Watson Wyatt Salary Survey (for fee)

[Review Survey Report Page](#) 1406

Salary Survey Median: **52,340** ERI Salary Assessor's consensus projected mean derived from multiple surveys is not appropriate.

Survey/Source Name: **ERI U.S./Canada Internet Based Salary Survey**

Survey Publisher: **ERI Economic Research Institute**

Survey Publication Date: **4/ 6/01**

Survey Data Effective Date: **4/ 1/01**

Number of Employees: **1,561**

Number of Organizations: **612**

Survey Page Number: **4,026**

Employer Location: **Seattle, Washington**

Salary Survey Area: **Island, King, Snohomish**

OES Area: **SEATTLE-BELLEVUE-EVERETT, WA PMSA**

Survey Position Description: **Dental Hygienist**

Data as of: April 01, 2001 File

Fig 14C

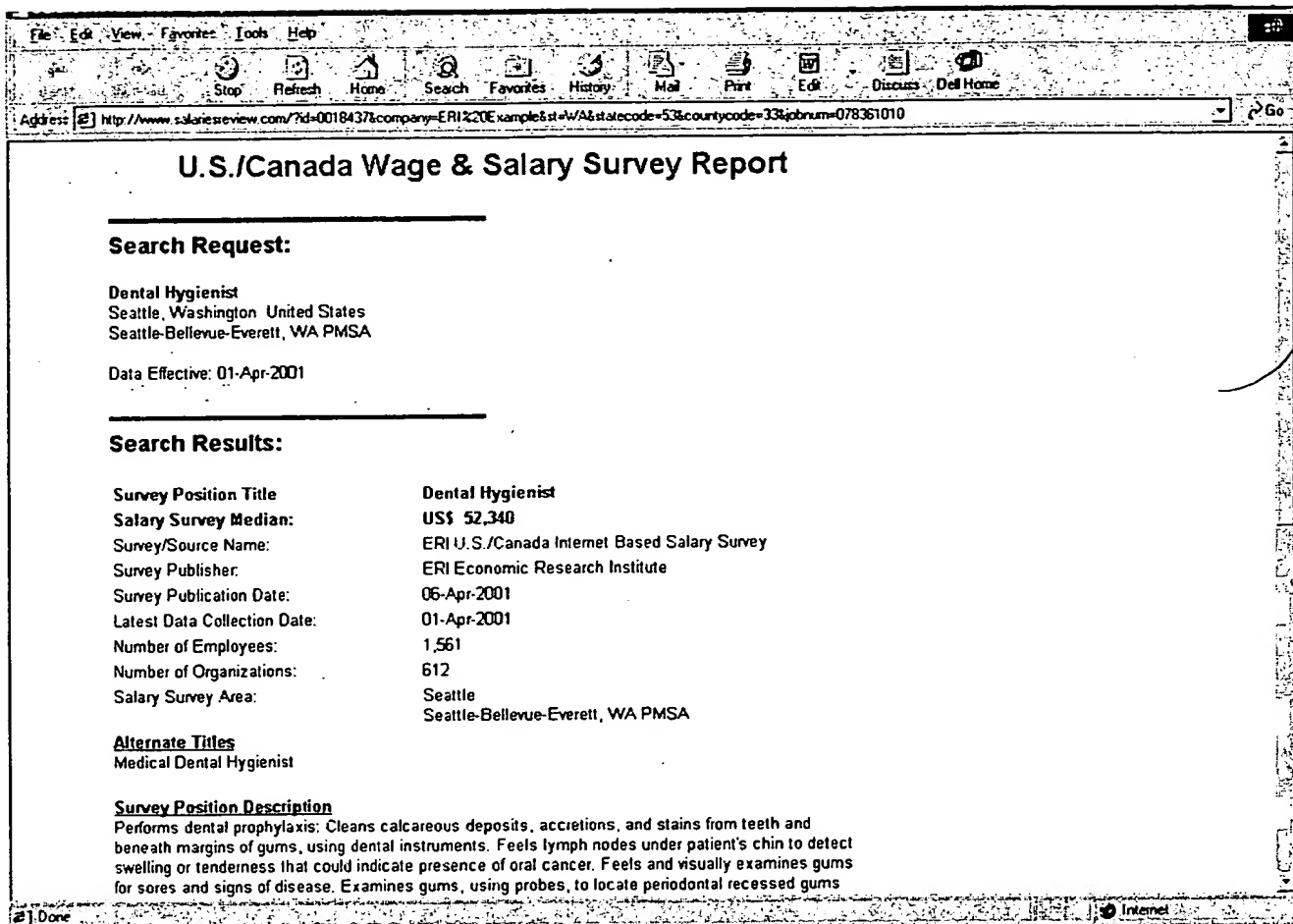


Fig. 14D

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